



# **SALARY SCHEDULES**

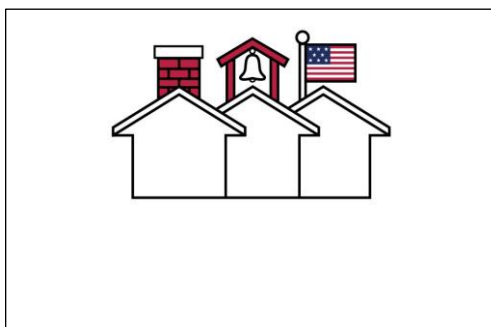
**Effective Date: July 1, 2018 – June 30, 2019**

**Board Approved**

**Indian River County School District  
6500 57<sup>th</sup> Street  
Vero Beach, Florida, 32967  
(772)564-3000**

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## **SALARY SCHEDULES & POLICIES**

Effective Date: July 1, 2017 – June 30, 2018

### **INTRODUCTION**

Florida Statutes establish as a requirement of the District School Superintendent the following mandate found in § 1012.27 (2); **Compensation and Salary Schedules**

*“Prepare and recommend to the District School Board for adoption a salary schedule or salary schedules in accordance with s. 1012.22”*

In addition §1012.22 (1) **Public school personnel; powers and duties of the district school board** states that

*“The district school board shall designate positions to be filled, prescribe qualifications for those positions, and provide for the appointment, compensation, promotion, suspension, and dismissal of employees”*

In the Indian River County School District, salary schedules are developed by the Assistant Superintendent of Human Resources and Risk Management after consultation with affected groups: bargaining team, supervisory personnel, principals, Indian River County Education Association (Teachers Union), Communication Workers of America Local 3180, (Professional Support Staff Union), etc., under the supervision of the Superintendent. These schedules are being recommended to the School Board for adoption in compliance with the aforementioned Florida Statutes.

This compilation file of all salary schedules and policies covers the period from July 1, 2017 until changes have been adopted by the school board and circulated. Please note that several sections may be changed based on their respective bargaining agreements, School Board Policies and Regulations, and/or Florida Statutes.

Principals and other supervisory personnel, who have the responsibility of relating information concerning salaries to position seekers, should consult the appropriate schedule in this book. If more information is needed, please contact the Executive Director of Human Resources.

# SUPPORT STAFF

2018-2019 Salaries  
Subject to Negotiations

# Support Staff

## 2018 - 2019 Salary Schedule

		<b>PAY GRADE</b>					
<b>Years Experience</b>	<b>Step</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
0	4	\$ 11.14	\$ 11.65	\$ 11.86	\$ 12.44	\$ 12.95	\$ 13.57
1	5	\$ 11.57	\$ 12.11	\$ 12.36	\$ 12.95	\$ 13.48	\$ 14.14
2	6	\$ 11.99	\$ 12.58	\$ 12.84	\$ 13.45	\$ 13.98	\$ 14.67
3	7	\$ 12.46	\$ 13.07	\$ 13.33	\$ 13.97	\$ 14.51	\$ 15.24
4	8	\$ 12.92	\$ 13.56	\$ 13.83	\$ 14.49	\$ 15.06	\$ 15.81
5	9	\$ 13.39	\$ 14.07	\$ 14.36	\$ 15.04	\$ 15.65	\$ 16.42
6	10	\$ 13.91	\$ 14.61	\$ 14.89	\$ 15.61	\$ 16.23	\$ 17.04
7	11	\$ 14.43	\$ 15.14	\$ 15.46	\$ 16.20	\$ 16.86	\$ 17.70
8	12	\$ 14.43	\$ 15.14	\$ 15.46	\$ 16.20	\$ 16.86	\$ 17.70
9	13	\$ 14.43	\$ 15.14	\$ 15.46	\$ 16.20	\$ 16.86	\$ 17.70
10	14	\$ 14.43	\$ 15.14	\$ 15.46	\$ 16.20	\$ 16.86	\$ 17.70
11 +	15	\$ 14.97	\$ 15.74	\$ 16.04	\$ 16.82	\$ 17.50	\$ 18.37

		<b>PAYGRADE</b>					
<b>Years Experience</b>	<b>Step</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
0	4	\$ 14.20	\$ 14.90	\$ 15.62	\$ 16.36	\$ 18.11	\$ 19.84
1	5	\$ 14.79	\$ 15.52	\$ 16.23	\$ 17.01	\$ 18.89	\$ 20.65
2	6	\$ 15.35	\$ 16.11	\$ 16.87	\$ 17.66	\$ 19.66	\$ 21.54
3	7	\$ 15.96	\$ 16.72	\$ 17.51	\$ 18.35	\$ 20.42	\$ 22.39
4	8	\$ 16.58	\$ 17.36	\$ 18.18	\$ 19.04	\$ 21.21	\$ 23.25
5	9	\$ 17.21	\$ 18.03	\$ 18.88	\$ 19.78	\$ 22.03	\$ 24.17
6	10	\$ 17.87	\$ 18.73	\$ 19.60	\$ 20.55	\$ 22.87	\$ 25.11
7	11	\$ 18.56	\$ 19.45	\$ 20.36	\$ 21.35	\$ 23.76	\$ 26.07
8	12	\$ 18.56	\$ 19.45	\$ 20.36	\$ 21.35	\$ 23.76	\$ 26.07
9	13	\$ 18.56	\$ 19.45	\$ 20.36	\$ 21.35	\$ 23.76	\$ 26.07
10	14	\$ 18.56	\$ 19.45	\$ 20.36	\$ 21.35	\$ 23.76	\$ 26.07
11 +	15	\$ 19.27	\$ 20.19	\$ 21.15	\$ 22.15	\$ 24.67	\$ 27.09

<b>Advanced Degree Amounts</b>		
<b>Associates/NCLB</b>	<b>Bachelors</b>	<b>Masters or Higher</b>
<b>\$1,250</b>	<b>\$1,700</b>	<b>\$2,200</b>

## **EXPLANATION OF SUPPORT STAFF SALARY SCHEDULES, POLICIES AND BENEFITS**

Listed below is terminology addressed by the CWA Collective Bargaining Agreement unless otherwise defined

**Pay grade**  
**Step**  
**Experience**  
**Probationary Period**  
**Annual Employment Status**  
**Continuous Employment Status**  
**Return to Annual Employment Status**  
**Insurance and Sick Leave**  
**Vacation**  
**Sick Leave Bank**  
**IRSC Tuition Fee Waiver**  
**Uniforms or Uniform Rental**  
**Payroll Voluntary**  
**Overtime Payment**  
**Holidays**

### **WORK WEEK (Defined)**

The work week begins on Saturday and concludes on Friday.

### **WORK EXPERIENCE**

It is the employee's responsibility to provide all experience verification to the Human Resources Department within the required time allotted:

- When newly hired, the employee will have 4 pay checks / direct deposits to provide documentation of experience. Verification must be provided prior to the processing of the 4<sup>th</sup> pay check / direct deposit to be effective upon first day of employment.
- If documentation is delayed past the time specified above, it is effective the date the experience verification is received by the Human Resources Department.

### **VOLUNTARY PAYROLL DEDUCTIONS**

The employee may elect to participate in any of the voluntary deduction plans approved by the board. These include, but are not limited to: 403(b), 457(b), and 457 Roth annuity plans, life insurance programs, charitable service organizations, unions, income protection, cancer, and dental insurance's, flex reimbursements for childcare and medical expenses.

### **DIRECT DEPOSIT**

Employees are highly encouraged to have their pay electronically deposited into the bank(s) of their choice. Employees may enroll up to four accounts on direct deposit.

### **DOCULIVERY**

Employees must sign on to [Doculivery.com/IRCSd](http://Doculivery.com/IRCSd) to view/print the check stub information which includes itemized gross pay, deductions, net pay, sick and vacation time.

# **INSTRUCTIONAL STAFF**

2018-2019 Salaries  
Pending Negotiations

# 2018-2019 Instructional Salary Schedule

2018-19			
Step	Value	Step	Value
1A	40,700	19B	57,200
1B	41,000	19C	57,500
1C	41,300	20A	57,800
2A	41,600	20B	58,100
2B	41,900	20C	58,400
2C	42,200	21A	58,700
3A	42,500	21B	59,000
3B	42,800	21C	59,300
3C	43,100	22A	59,600
4A	43,400	22B	59,900
4B	43,700	22C	60,200
4C	44,000	23A	60,500
5A	44,300	23B	60,800
5B	44,600	23C	61,100
5C	44,900	24A	61,400
6A	45,200	24B	61,700
6B	45,500	24C	62,000
6C	45,800	25A	62,300
7A	46,100	25B	62,600
7B	46,400	25C	62,900
7C	46,700	26A	63,200
8A	47,000	26B	63,500
8B	47,300	26C	63,800
8C	47,600	27A	64,100
9A	47,900	27B	64,400
9B	48,200	27C	64,700
9C	48,500	28A	65,000
10A	48,800	28B	65,300
10B	49,100	28C	65,600
10C	49,400	29A	65,900
11A	49,700	29B	66,200
11B	50,000	29C	66,500
11C	50,300	30A	66,800
12A	50,600	30B	67,100
12B	50,900	30C	67,400
12C	51,200		
13A	51,500		
13B	51,800		
13C	52,100		
14A	52,400		
14B	52,700		
14C	53,000		
15A	53,300		
15B	53,600		
15C	53,900		
16A	54,200		
16B	54,500		
16C	54,800		
17A	55,100		
17B	55,400		
17C	55,700		
18A	56,000		
18B	56,300		
18C	56,600		
19A	56,900		



# SCHOOL DISTRICT OF INDIAN RIVER COUNTY

School District of Indian River County  
Placement Schedule \*Refer to Appendix B.1 Salary Schedule

Experience	New Cell	
0-4	1A	
5	1B	
6	2A	
7	2C	
8	3C	
9	4B	
10	5B	
11	6A	
12	7A	
13	8A	
14	9A	
15	10A	
16	11A	
17	12A	
18	13A	
19	14A	
20	15A	
21	16A	
22	17B	
23	18B	
24	19B	
25	20C	
26	22A	
27	23A	
28	24B	
28+	25C	

## Advanced Degrees

Master Degree	\$2,953.00
Specialist Degree	\$3,909.00
Doctorate Degree	\$4,874.00

*The Experience Column is used for initial step placement only.*

Any teacher who surrenders his or her planning period as provided for under Article III.1.E in order to teach an additional class period shall receive a supplement of 6.16% of the sum of his or her base salary and any applicable advanced degree supplement.

**Appendix B.3 – Athletic and Academic Clubs**  
**Athletic Supplements**

Description	Per School	# of Schools	Estimated Total	Dollar Value
<b>Athletic Director</b> - High School	1	2	2	\$ 6,360
Middle School Director	1	4	4	\$ 1,804
<b>Baseball/Softball/Track/Wrestling/Lacrosse</b> - Head Coach - High School	8	2	16	\$ 3,003
(1 each sport- boys & girls)				
Assistant Coach - High School - boys & girls - (3,3,2/2,1,2/2)	15	2	30	\$ 1,801
<b>Basketball</b> - Head Coach - High School (1 each, boys & girls)	2	2	4	\$ 4,733
Assistant Coach - High School (3 each, boys & girls)	6	2	12	\$ 1,801
Head Coach - Middle School (1 each, boys & girls)	2	4	8	\$ 1,646
<b>Bowling/ Cross Country/ Flags/ Golf/ Tennis/ Weights</b> - High School Coach	11	2	22	\$ 1,801
Assistant Golf Coach - High School	2	2	4	\$ 1,099
<b>Cheerleading- cannot coach more than one squad</b>				
Head Coach, High School	2	2	4	\$ 1,801
Head Competition Coach	1	2	2	\$ 1,801
Assistant Coach - High School	2	2	4	\$ 1,099
Associate Coach - High School (Delete 08/09)	3	2	6	\$ 358
Head Coach - Middle School	1	4	4	\$ 1,402
Cheerleading Coach - Middle School - (1 each semester)	2	4	8	\$ 348
<b>Football</b> - Head Coach - High School	1	2	2	\$ 5,957
Assistant Coach	8	2	16	\$ 3,003
Assistant - Freshman Coach	3	2	6	\$ 2,001
<b>Intramural Activities Coordinator</b> - High School (1 during each of 3 seasons)	3	2	6	\$ 867
<b>Intramural Coordinator</b> - Middle School (1 per grading period - boys/girls)	8	4	32	\$ 519
Assistant Coordinator - Middle School - (1 per grading period - boys/girls)	8	4	32	\$ 348
<b>Soccer/ Volleyball</b> - Head Coach - High School	3	2	6	\$ 3,003
Assistant Coach - High School	6	2	12	\$ 1,801
Head Coach - Middle School (boys & girls)	3	4	12	\$ 1,402
<b>Swimming</b> - Head Coach - High School	1	2	2	\$ 1,801
Assistant Coach	1	2	2	\$ 1,099

**Instructional and Academic Club Supplements**

Description	Per School	# of Schools	Estimated Total	Dollar Value
<b>Academic Games Coordinator</b> - County	0	0	1	\$ 2,041
Secondary School Coaches	3	6	18	\$ 510
<b>Activities Club Sponsor/School Coordinator</b> – Elementary School **see footnote for club designation		13		
<b>After School Science Resource Coordinator</b> - High School	4	2	8	\$ 1,445
Middle School	3	4	12	\$ 1,445
Elementary School	1	13	13	\$ 1,005
<b>Band Director</b> - Middle School	1	4	4	\$ 1,764
Assistant - High School	1	2	2	\$ 1,485
Marching Band Director - High School	1	2	2	\$ 3,470
Percussion Director - High School	1	2	2	\$ 1,801
Orchestra Strings - High School & Middle School	1	6	6	\$ 1,330
Concert, Jazz/Pep Band, Solo/Ensemble - High School (1 each/school)	3	2	6	\$ 348
Technician - High School	1	2	2	\$ 1,099
Concert Clinician - Middle School	1	4	4	\$ 544
County-Wide Coordinator of Bands	1	2	2	\$ 4,047
<b>Chorus, Director</b> - High School	1	2	2	\$ 3,470
Director - Middle School	1	4	4	\$ 1,330
<b>Class Advisor</b> - Senior Class, Junior Class (1 per class per school)	2	2	4	\$ 812
Sophomore Class/ Freshman Class (1 per class per school)	2	2	4	\$ 318
<b>Club Sponsor, High School</b> - Academic and Service				
<sup>1</sup> See footnote for specific clubs - 1 per school per club	18	2	36	\$ 318
<sup>2</sup> See footnote for specific clubs - 1 per school per club	18	2	36	\$ 435
Middle School				
<sup>3</sup> Various Clubs and Activities	5	4	20	\$ 318
<sup>4</sup> Various Academic Clubs	6	4	24	\$ 435
<sup>5</sup> Other Middle School Supplements	5	4	20	\$ 556
<b>Compensatory Education Coordinator</b> - High School - 1 per school	1	2	2	\$ 318
<b>Coordinator of Competency Based Education</b> (High School)	1	2	2	\$ 1,843

<b>Coordinator of Culinary Arts Program (High School)</b>	1	3	3	\$ 1,843
<b>Coordinator Incentive Programs - High School</b>	1	2	2	\$ 967
<b>Countywide Coordinator of Art Activities</b>	0	0	1	\$ 1,223
<b>D.C.T., DECA - High School (1 each per school)</b>	2	2	4	\$ 918
<b>Debate Team Sponsor - High School</b>	1	2	2	\$ 1,625
<b><sup>6</sup>Department Chair - High School</b>				
18 or more teachers	0	2	0	\$ 5,780
14 to 17 teachers	2	2	4	\$ 4,624
10 to 13 teachers	6	2	12	\$ 3,470
6 to 9 teachers	5	2	10	\$ 2,313
3 to 5 teachers	10	2	20	\$ 1,157
<b>ROTC - Air Force and Navy</b>	1	2	2	\$ 386
<b><sup>6</sup>Department Chair - Middle School</b>				
14 to 17 teachers	1	4	4	\$ 3,470
10 to 13 teachers	2	4	8	\$ 2,601
7 to 9 teachers	5	4	20	\$ 1,735
5 to 6 teachers	3	4	12	\$ 1,301
3 to 4 teachers	6	4	24	\$ 924
<b>Drill Team Sponsor - High School</b>	1	2	2	\$ 318
<b><sup>7</sup>Grade Level Chair - Elementary School</b>				
7 or more teachers	0	13	0	\$ 1,765
6 teachers	5	13	65	\$ 1,585
5 teachers	4	13	52	\$ 1,406
4 teachers	4	13	52	\$ 1,227
2 to 3 teachers	4	13	52	\$ 1,048
<b>Master Minds Coach - High School</b>	1	2	2	\$ 2,041
Assistant Coach	1	2	2	\$ 907
<b>Math Competition - High School</b>	2	2	4	\$ 2,041
Middle School	1	4	4	\$ 754
<b><sup>8</sup>Multi-Cultural Achievement Coordinator - (1 per school)</b>	1	4	4	\$ 1,387*
*Supplement can be exclusive to one person				
<b><sup>8</sup>Multi-Cultural Achievement Coordinator - (1 per school)</b>	1	4	4	\$ 500
<b><sup>8</sup>Multi-Cultural Achievement Coordinator - (1 per school)</b>	1	4	4	\$ 500
<b>Achievers in Action</b>	1	4	4	\$ 387
<b>Music Fest Coordinator - (countywide)</b>	0	0	1	\$ 578
<b>Music Coordinator (elementary)</b>	1	13	13	\$ 665
<b>Newspaper Sponsor - High School</b>	1	2	2	\$ 578
<b>ROTC - High School (2 for Air Force and 2 for Navy)</b>	4	2	8	\$ 544
<b>School Advisory Council Chair - (1 at each school)</b>	1	20	20	\$ 809
<b>Science Fair Coordinator - county</b>	0	0	1	\$ 2,041
<b>School Play, Director Spring and Fall - High School</b>	2	2	4	\$ 578
<b>Speech and Language Department Head (District)</b>	0	0	1	\$ 1,469
<b>Student Council - High School</b>	1	2	2	\$ 812
Middle School	1	4	4	\$ 556
<b>Teacher Education/ Professional Development Coordinator- 1 per school</b>	1	20	20	\$ 809
<b><sup>9</sup>Team Leader - High School</b>				
10 or more teachers	1	2	2	\$ 3,458
9 teachers	1	2	2	\$ 2,592
6 to 8 teachers	5	2	10	\$ 2,305
5 teachers	5	2	10	\$ 1,441
3 to 4 teachers	4	2	8	\$ 1,153
<b><sup>9</sup>Team Leader - Middle School</b>				
8 or more teachers	2	4	8	\$ 1,850
7 teachers	2	4	8	\$ 1,735
5 to 6 teachers	3	4	12	\$ 1,387
3 to 4 teachers	5	4	20	\$ 924
<b>Yearbook Sponsor - High School</b>	1	2	2	\$ 1,620
Middle School	1	4	4	\$ 867
<b><sup>9</sup>Team Leader - High School</b>				
10 or more teachers	1	2	2	\$ 3,458

9 teachers	1	2	2	\$ 2,592
6 to 8 teachers	5	2	10	\$ 2,305
5 teachers	5	2	10	\$ 1,441
3 to 4 teachers	4	2	8	\$ 1,153
<b>9Team Leader - Middle School</b>				
8 or more teachers	2	4	8	\$ 1,850
7 teachers	2	4	8	\$ 1,735
5 to 6 teachers	3	4	12	\$ 1,387
3 to 4 teachers	5	4	20	\$ 924
<b>Yearbook Sponsor - High School</b>	1	2	2	\$ 1,620
Middle School	1	4	4	\$ 867
Middle School (with classes)	1	4	4	\$ 867
Middle School (w/o classes)	1	4	4	\$ 1367

### **Hourly Rates of Pay**

**Curriculum Rate (per Article XIX.3H).....\$25.00 per hour (or prorated fraction thereof)**

**Extended Day Program (per Article XIX.3I).....\$13.00 per hour (or prorated fraction thereof)**

**Paid Duties.....\$8.24 per hour (or prorated fraction thereof)**

Paid Duties- Hall, ground, bus, cafeteria, detention, car pick-up, and any other same type duty.

### **Adult Education Rates:**

**Non-Degreed.....\$18.00 per hour (or prorated fraction thereof)**

**Degreed.....\$25.00 per hour (or prorated fraction thereof)**

### **Other Pay**

**Group Incentive Pay (per Article XIX.3.G).....\$1,000 per group**

<sup>1</sup> Achievers in Action, ACT (All County T), Anchor Club, Bowling Club, Drill Team, Exchange Club, Exchangettes, Golden Indian Society (VBHS only), Interact Club, IR Flier, Key Club, Literary Magazine, Private Industry Council (PIC), Quill & Scroll, SADD (Students Against Drunk Driving), Silver Shark Society (SRHS only), Spirit Club, Various Clubs (principal recommended - creation of a new club to replace any non-used club supplements must be paid at the present rate.)

<sup>2</sup> Future Educators Club, BCE\*, Drama Club\*, Ecology Club, FBLA\*, FFA\*, FHA\*, French Club\*, Health Occupations\*, Humanities Alliance\*, Latin Club\*, Math Club\*, National Honor Society\*, Photography Club, Rocketry (AFROTC)\*, Orienteering (NROTC)\*, Spanish Honor Club\*, Spanish Club\*, Speech Club\*, VICA (Vocational Industrial)\*.

<sup>3</sup> Anthology, Literary Magazine, Civics Club, Drama Club, Forensics, Incentive Awards Coordinator, Various Clubs (principal recommended – creation of a new club to replace any non-used club supplements be paid at the present rate.)

<sup>4</sup> examples: FBLA, FEA, FFA, FHA, math club, etc.

<sup>5</sup> Computer Club, Drama/Class play, Ecology Club, Jr. Honor Society, Newspaper Sponsor

<sup>6</sup> High School and Middle School Department Chairs must have at least three teachers in the department where the Department Chair is not counted as a teacher in computing the supplements. Supplement shall be paid for consideration of time spent beyond classroom assignments. No release periods or extra planning periods are to be offered as consideration for accepting Department Chair responsibilities. The Guidance Department is a part of this plan. AFJ and NJROTC is a Department Chair at .33 of the base Department Chair supplement.

<sup>7</sup> Grade Level Chair – Elementary – will be designated and compensated when there are two (2) or more sections or classes at each grade level, or where consecutive grade levels may be combined for administrative expediency. The Grade Level Chair will not count in computing the supplement.

<sup>8</sup> Multicultural Achievement Coordinator – An annual written program evaluation shall be submitted by each Multicultural Coordinator showing the progress made by the students that have been mentored.

<sup>9</sup>High School and Middle School Team Leaders. A high school team is composed of 3 to 10 teachers; middle school teams are 3 to 8 teachers. Supplements are paid for consideration of time spent beyond classroom assignments. The Team Leader shall not be counted as part of the team in computing the supplements.

\*High School academic club supplements will be paid at the stated supplement rate until proof of participation in sub-district, district, regional, and state contests (or all that are applicable) has been submitted in writing to the District Payroll office by the teacher, an additional supplement will be paid to the MBU (teacher at the same rate. National Academic Competition beyond the school year shall receive a lump sum payment of \$773 with the first supplement payment. The (MBU) teacher must submit the national competition information to payroll in writing.

\*Middle School Administrators can opt to use the Supplement Common Board as an outline to define the planned activities, goals, and objective of each club or organization. See Attached.

\*\*The “Activity Club Sponsor” would be any MBU position that is primarily working with students. (Example: Garden Club). The “School Coordinator” would be any MBU position that is primarily working with staff members (Example: School Math Coordinator). This supplement will be divided into two levels based on responsibilities and time required. The school principal and MBU must meet at the beginning of each school year, and, by mutual consent, agree upon the objectives, activities, resources, hours, and expectations (see Supplement Common Board). The position would have two scales:

Level 1 – basic supplement \$483

Level 2 – double supplement \$866

The principal will have the discretion to determine the combination of Level 1 or Level 2 positions, depending upon school need.

### **Other Extended Contracts**

#### **11 Month Teacher Contract (other than listed above)**

Assigned to work eleven months (216 days) shall be paid the daily rate of their ten month contractual salary. Supplement and degree amounts shall not be considered part of the salary for this calculation.

#### **12 Month Teacher Contract (other than listed above)**

Assigned to work twelve months (250 days) shall be paid the daily rate of their ten month contractual salary. Supplement and degree amounts shall not be considered part of the salary for this calculation.

#### **Extended Contract Year- Not otherwise listed**

Requested to work more than ten (10) months, but less than eleven (11) months shall be paid a daily rate based on the ten (10) months contractual salary. Supplement amounts shall not be considered part of the Salary for this calculation.

#### **Summer School**

Employed in summer school program of instruction involving students for which funds are earned under The FEFP will be paid from the regular salary schedule based on their certification rank and experience pro-rated if less than a regular school day.

**EXPLANATION OF INSTRUCTIONAL  
SALARY SCHEDULES, POLICIES AND BENEFITS  
Per Contract Unless Otherwise Specified Below**

**TEACHER WORK-YEAR – Defined**

The Teacher contract consists of 196 days per year, 190 workdays and six (6) paid holidays per year. The teacher shall work 8.00 hours per day.

**Experience**

**Probationary Period**

**Annual Employment Status**

**Continuing Contract/Prof. Services Contract**

**Insurance and Sick Leave**

**Vacation Sick Leave Bank**

**VOLUNTARY PAYROLL DEDUCTIONS**

The employee may elect to participate in any of the voluntary deduction plans approved by the board. These include, but are not limited to: 403(b), 457(b), and 457 Roth annuity plans, life insurance programs, charitable service organizations, unions, income protection, cancer, and dental insurance's, flex reimbursements for childcare and medical expenses.

**WORK EXPERIENCE**

It is the employee's responsibility to provide all experience verification to the Human Resources Department within the required time allotted:

- When newly hired, the employee will have 4 pay checks / direct deposits to provide documentation of experience. Verification must be provided prior to the processing of the 4<sup>th</sup> pay check / direct deposit to be effective upon first day of employment.
- If documentation is delayed past the time specified above, it is effective the date the experience verification is received by the Human Resources Department.

**DIRECT DEPOSIT**

Employees are highly encouraged to have their pay electronically deposited into the bank(s) of their choice. Employees may enroll up to four accounts on direct deposit.

**DOCULIVERY**

Employees must sign on to Doculivery.com/IRCSd to view/print the check stub information which includes itemized gross pay, deductions, net pay, sick and vacation time.

**ADVANCED DEGREE SUPPLEMENT**

All Instructional Staff hired on or after July 1, 2011 will receive an Advanced Degree Supplement only if the degree is held in the individual's area of certification. This will only be a Salary Supplement, and is not considered part of base pay.

**FULL SCHEDULE SUPPLEMENT**

All Instructional Staff will receive an additional amount equal to 6.16% of their base salary if they teach an additional class during their planning period time.

# **CONFIDENTIAL MANAGERIAL SUPPORT STAFF**

# Confidential/Managerial Salary Schedule

## Fiscal Year 2018-2019

	Entry	Experienced	Expert
A	\$21,400	\$29,200	\$35,200
B	\$23,400	\$31,200	\$37,200
C	\$24,900	\$32,700	\$39,700
D	\$27,900	\$35,700	\$41,700
E	\$30,400	\$38,200	\$44,200
F	\$34,400	\$42,200	\$48,200
G	\$37,400	\$45,200	\$51,200
H	\$38,700	\$45,100	\$54,300
I	\$41,400	\$49,200	\$55,200

### Confidential Managerial Salaries

Advanced Degrees - Paid for degrees ABOVE the minimum required for the position:

Associate	Bachelor	Master	Specialist	Doctorate
\$1,250	\$2,257	\$2,953	\$3,909	\$4,874

Individuals who have earned multiple degrees and/or CPA receive only the highest stipend

Degree amount is based on 250 day contract, if contract differs from 250 days, the degree amount will be prorated to the contracted days.

Grade A	Grade B	Grade C
Food Service Manager Elementary - 196	Food Service Manager Middle School – 196 Food Service Manager w/Elderly Feeding - 250	Administrative Assistant Principal – Elementary/Alt Ed/Wabasso - 250 Scheduling Technician Food Service Manager High School - 196
Grade D	Grade E	Grade F
Admin Assistant District - 250 Admin Assistant Risk Mgmt/Employee Benefits - 250	Administrative Assistant Principal – Secondary - 250	Executive Assistant for Assistant Superintendent - 250
Grade G	Grade H	Grade I
Garage Coordinator - 254 Executive Assistant for the School Board - 250 Warehouse Foreman - 254	Facilities Coordinator - 254 Facilities Specialist - 250 Education Tech Specialist – Food Service - 250	Executive Assistant for Superintendent - 250



## **EXPLANATION OF CONFIDENTIAL MANAGERIAL SALARY SCHEDULE, POLICIES AND BENEFITS**

### **PAY LEVEL**

Each position is named and a pay level is allotted. There may be several positions in the same pay level when the positions are comparable in skill, complexity, knowledge and training.

### **LEVELS**

Within each pay grade, the amount of pay is based on the level the employee has attained. Initial placement is determined based on years of essentially similar work experience as follows:

- Entry 0 -5 years
- Experienced 6+ years

Movement between levels is based on internal and external essentially similar work experience:

- Entry 0 – 5 years
- Experienced 6 – 10 years
- Expert 11+ years

To be eligible to increase levels the supervisor must recommend the increase based on the above and employee performance.

No newly hired employee shall be placed at the Expert level.

### **WORK EXPERIENCE**

Work experience, when essentially similar to the position, will be granted when verified in writing from previous employers.

The Superintendent reserves the right to administratively place individuals on Board approved salary schedule, based on the needs of the district.

It is the employee's responsibility to provide all experience verification to the Human Resources department within the required time allotted:

- When newly hired, the employee will have 4 pay checks / direct deposits to provide documentation of experience. Verification must be provided prior to the processing of the 4<sup>th</sup> pay check / direct deposit to be effective upon first day of employment.
- If documentation is delayed past the time specified above, it is effective the date the experience verification is received by the Human Resources department.
- When newly hired, the employee will have 4 pay checks / direct deposits to provide documentation of experience. Verification must be provided prior to the processing of the 4<sup>th</sup> pay check / direct deposit to be effective upon first day of employment.
- If documentation is delayed past the time specified above, it is effective the date the experience verification is received by the Human Resources department.

### **PROBATIONARY PERIOD**

All new confidential/managerial employees shall be placed on a ninety (90) calendar day probationary period. At the conclusion of the probationary period, the employee shall either be placed on annual employment status or terminated. The employee may be terminated at any time during the probationary period without cause.

### **Confidential Managerial Supplemental Pay**

Supplemental pay for FNS Managers for doing extra work out of normal contracted hours such as covering another school, mentoring and/or training a manager. A proration of these amounts may be implemented based on work performed when a full week is not completed.

**Rates:**

Monthly rate     \$300.00

Weekly rate     \$ 75.00

**BENEFITS** are Per School Board Policy Unless Otherwise Defined

**VOLUNTARY PAYROLL DEDUCTIONS**

The employee may elect to participate with any of the voluntary deduction plans approved by the board. These approved services include, but are not limited to: 403(b), 457(b) and 457 Roth annuity plans, life insurance programs, charitable service organizations, income protection, cancer, and dental insurances, flex reimbursements for childcare and medical expenses.

**WORK WEEK (Defined)** The work week begins on Saturday and concludes on Friday.

**HOLIDAYS**

The District will provide six (6) paid holidays per year to all Confidential Managerial employees.

**DIRECT DEPOSIT**

All employees are highly encouraged to have their pay electronically deposited into the bank(s) of their choice. Employees may enroll up to four accounts on direct deposit.

**DOCULIVERY**

Employees must sign on to Doculivery.com/IRCSd to view/print the check stub information which includes itemized gross pay, deductions, net pay, sick and vacation time.

# PROFESSIONAL TECHNICAL SUPPORT STAFF

**Professional Technical Salaries – 250 Days**

	Entry	Experienced	Expert
A	\$ 75,200	\$ 82,700	\$ 90,200
B	\$ 65,200	\$70,700	\$76,200
C	\$60,200	\$63,200	\$66,200
D	\$52,200	\$56,700	\$61,200
E	\$45,200	\$49,200	\$53,200
F	\$39,200	\$42,700	\$46,200

Advanced Degrees - Paid for degrees ABOVE the minimum required for the position:

<b>Bachelor</b>	<b>Master</b>	<b>CPA</b>	<b>Specialist</b>	<b>Doctorate</b>
\$2,257	\$2,953	\$3,784	\$3,909	\$4,874

Individuals who have earned multiple degrees and/or CPA receive only the highest stipend

**Professional Technical Salaries – 220 Days**

	Entry	Experienced	Expert
A	\$66,176	\$72,776	\$79,376
B	\$57,376	\$62,216	\$67,056
C	\$52,976	55,616	\$58,256
D	\$45,936	\$49,896	\$53,856
E	\$39,776	\$43,296	\$46,816
F	\$34,496	\$37,576	\$40,656

Advanced Degrees - Paid for degrees ABOVE the minimum required for the position:

<b>Bachelor</b>	<b>Master</b>	<b>CPA</b>	<b>Specialist</b>	<b>Doctorate</b>
\$2,069	\$2,707	\$3,469	\$3,583	\$4,468

Individuals who have earned multiple degrees and/or CPA receive only the highest stipend

**Professional Technical Salaries – 196 Days**

	Entry	Experienced	Expert
A	\$58,957	\$64,837	\$70,717
B	\$51,117	\$55,429	\$59,741
C	\$47,197	\$49,549	\$51,901
D	\$40,925	\$44,453	\$47,981
E	\$35,437	\$38,573	\$41,709
F	\$30,733	\$33,477	\$36,221

Advanced Degrees - Paid for degrees ABOVE the minimum required for the position:

<b>Bachelor</b>	<b>Master</b>	<b>CPA</b>	<b>Specialist</b>	<b>Doctorate</b>
\$1,881	\$2,461	\$3,153	\$3,257	\$4,062

Individuals who have earned multiple degrees and/or CPA receive only the highest stipend

Entry = 0-5 years of experience in position or essentially similar position or no experience and has aptitude for position.

Experienced = 6-10 years in position or essentially similar position. Able to perform work independently.

Expert = 11+ years in position or in essentially similar position. A leader in this field of work.

A-F level placement is based on market analysis.

If a contract is issued for a different contract length, the pay rate shall be pro-rata

Grade A	Grade B	Grade C
Budget Analyst 250	Accounts Payable Manager 250	Accountant/Auditor 250
Building Official 250	Applications Analyst 250	Computer Support Technician 250
Education/Instruction Analyst 250	Athletics Director 250	Code Compliance Inspector 250
Network Administrator 250	Director LPN Program 250	Facility Planner 250
Payroll Manager 250	Network Security Specialist 250	Health Services Coordinator 220
Program Specialist 220	Occupational Therapist 196	IAQ Energy Manager 250
Systems Administrator 250	Performance Data Analyst 250	Network Support Technician 250
	Physical Therapist 196	Planning & Construction Coord 250
	Plant Supervisor Technical 250	Plant Supervisor General 250
	Position Control & Personnel Systems Manager 250	Programmer Analyst 250
	Systems Analyst II 250	Project Specialist 220
		Public Information Officer 250
		Safety Technician 250
		School Psychologist 196
		Senior Accountant 250
		Student Support Specialist 196
		Webmaster 250

<b>Grade D</b>	<b>Grade E</b>	<b>Grade F</b>	
Accounting Specialist II 250	Accounting Specialist I 250		
Application Support Specialist 250	Certification Analyst 250	Auditorium Director 250	
Assistant Health Services Coordinator 196	Computer Prog I 250	ESE Sign Language Inter 196	
Ctrl Distrib & Property Records Supervisor 250	Coordinator Office of Attendance 250	Migrant Parent Specialist 220	
Digital Media Specialist 250	Education Technology Specialist 250	Transportation Operations Manager 250	
Food & Nutrition Services Specialist 250	Employee Benefit Specialist 250	Transportation Coordinator 250	
FTE Coordinator/Trainer 250	Supervisor Extended Day Program 250		
Operations Analyst 250	Supervisor Print Shop 250		
School Social Worker 196 School Social Worker – District 220	Transportation Routing Manager 250		
Staff Accountant 250			
Athletic Trainer 220			
Insurance Specialist 250			
Custodial Services Coordinator/Trainer 250			

### Market-Based Position Supplements

	<b>Experienced</b>	<b>Expert</b>
<b>School Psychologist</b>	\$11,000.00	\$20,000.00
<b>Social Worker</b>	\$5,000.00	\$14,000.00

## **EXPLANATION OF PROFESSIONAL/TECHNICAL SALARY SCHEDULES, POLICIES AND BENEFITS**

### **PAY LEVEL**

Each position is named and a pay level is allotted. There may be several positions in the same pay level when the positions are comparable in skill, complexity, knowledge and training.

### **LEVELS**

Within each pay grade, the amount of pay is based on the level the employee has attained. Initial placement is determined based on years of essentially similar work experience as follows:

- Entry 0 -5 years
- Experienced 6+ years

Movement between levels is based on internal and external essentially similar work experience:

- Entry 0 – 5 years
- Experienced 6 – 10 years
- Expert 11+ years

To be eligible to increase levels the supervisor must recommend the increase based on the above and employee performance.

No newly hired employee shall be placed at the Expert level.

Behavior Intervention Specialists who have either the Certified Behavior Analyst Certification or Licensed Clinical Social Worker (LCSW) shall receive a \$10,000 supplement.

### **WORK EXPERIENCE**

Work experience, when essentially similar to the position, will be granted when verified in writing from previous employers.

The Superintendent reserves the right to administratively place individuals on Board approved salary schedule, based on the needs of the district.

It is the employee's responsibility to provide all experience verification to the Human Resources department within the required time allotted:

- When newly hired, the employee will have 4 pay checks / direct deposits to provide documentation of experience. Verification must be provided prior to the processing of the 4<sup>th</sup> pay check / direct deposit to be effective upon first day of employment.
- If documentation is delayed past the time specified above, it is effective the date the experience verification is received by the Human Resources department.

### **PROBATIONARY PERIOD**

All new professional/technical employees shall be placed on a ninety (90) calendar day probationary period. At the conclusion of the probationary period, the employee shall either be placed on annual employment status or terminated. The employee may be terminated at any time during the probationary period without cause.

**BENEFITS** are Per School Board Policy Unless Otherwise Defined



## **VOLUNTARY PAYROLL DEDUCTIONS**

The employee may elect to participate with any of the voluntary deduction plans approved by the board. These approved services include, but are not limited to: 403(b), 457(b) and 457 Roth annuity plans, life insurance programs, charitable service organizations, income protection, cancer, and dental insurances, flex reimbursements for childcare and medical expenses.

**WORK WEEK (Defined)** The work week begins on Saturday and concludes on Friday.

## **HOLIDAYS**

The District will provide six (6) paid holidays per year to all Professional Technical employees.

## **DIRECT DEPOSIT**

All employees are highly encouraged to have their pay electronically deposited into the bank(s) of their choice. Employees may enroll up to four accounts on direct deposit.

## **DOCULIVERY**

Employees must sign on to [Doculivery.com/IRCSd](https://Doculivery.com/IRCSd) to view/print the check stub information which includes itemized gross pay, deductions, net pay, sick and vacation time.

# **ADMINISTRATIVE STAFF**

## 2018-2019 Administrative Salary Schedule - 12 Month

**I**  
**Asst. Superintendents**  
**\$116,277**

**Step**

**0**

**1**

**2**

**3**

**4**

**5**

**6**

**7**

**8**

**9**

**10**

**11**

**12**

**13**

**14**

**15**

<b>VI</b>	<b>VII</b>	<b>VIII</b>
<b>Ex. Directors</b>	<b>Directors</b>	<b>Coordinator</b>
\$ 83,770	\$ 81,048	\$ 75,605
\$ 85,009	\$ 82,246	\$ 76,721
\$ 86,807	\$ 83,462	\$ 77,853
\$ 87,542	\$ 84,696	\$ 79,003
\$ 88,837	\$ 85,948	\$ 80,170
\$ 90,152	\$ 87,220	\$ 81,355
\$ 91,487	\$ 88,509	\$ 82,557
\$ 92,840	\$ 89,819	\$ 83,778
\$ 94,215	\$ 91,148	\$ 85,016
\$ 95,611	\$ 92,498	\$ 86,274
\$ 97,026	\$ 93,868	\$ 87,550
\$ 98,464	\$ 95,257	\$ 88,846
\$ 99,923	\$ 96,668	\$ 90,159
\$ 101,403	\$ 98,100	\$ 91,495
\$ 102,907	\$ 99,553	\$ 92,848
\$ 104,433	\$ 101,029	\$ 94,223

<b>CPA</b>	<b>Specialist</b>	<b>Doctorate</b>
\$ 3,784	\$ 3,909	\$ 4,874

## 2018-2019 Principals Administrative Salary Schedule – 12 Month

### 2017-2018 Principals Administrative Salary Schedule - 12 Month

HS Principals	I
1A	\$98,000
1B	\$98,300
1C	\$98,600
2A	\$98,900
2B	\$99,200
2C	\$99,500
3A	\$99,800
3B	\$100,100
3C	\$100,400
4A	\$100,700
4B	\$101,000
4C	\$101,300
5A	\$101,600
5B	\$101,900
5C	\$102,200
6A	\$102,500
6B	\$102,800
6C	\$103,100
7A	\$103,400
7B	\$103,700
7C	\$104,000
8A	\$104,300
8B	\$104,600
8C	\$104,900
9A	\$105,200
9B	\$105,500
9C	\$105,800
10A	\$106,100
10B	\$106,400
10C	\$106,700
11A	\$107,000
11B	\$107,300
11C	\$107,600
12A	\$107,900
12B	\$108,200
12C	\$108,500
13A	\$108,800

MS Principals	II
1A	\$91,200
1B	\$91,500
1C	\$91,800
2A	\$92,100
2B	\$92,400
2C	\$92,700
3A	\$93,000
3B	\$93,300
3C	\$93,600
4A	\$93,900
4B	\$94,200
4C	\$94,500
5A	\$94,800
5B	\$95,100
5C	\$95,400
6A	\$95,700
6B	\$96,000
6C	\$96,300
7A	\$96,600
7B	\$96,900
7C	\$97,200
8A	\$97,500
8B	\$97,800
8C	\$98,100
9A	\$98,400
9B	\$98,700
9C	\$99,000
10A	\$99,300
10B	\$99,600
10C	\$99,900
11A	\$100,200
11B	\$100,500
11C	\$100,800
12A	\$101,100
12B	\$101,400
12C	\$101,700
13A	\$102,000

ES and Alt Ed Principals	III
1A	\$89,000
1B	\$89,300
1C	\$89,600
2A	\$89,900
2B	\$90,200
2C	\$90,500
3A	\$90,800
3B	\$91,100
3C	\$91,400
4A	\$91,700
4B	\$92,000
4C	\$92,300
5A	\$92,600
5B	\$92,900
5C	\$93,200
6A	\$93,500
6B	\$93,800
6C	\$94,100
7A	\$94,400
7B	\$94,700
7C	\$95,000
8A	\$95,300
8B	\$95,600
8C	\$95,900
9A	\$96,200
9B	\$96,500
9C	\$96,800
10A	\$97,100
10B	\$97,400
10C	\$97,700
11A	\$98,000
11B	\$98,300
11C	\$98,600
12A	\$98,900
12B	\$99,200
12C	\$99,500
13A	\$99,800

13B	\$109,100
13C	\$109,400
14A	\$109,700
14B	\$110,000
14C	\$110,300
15A	\$110,600
15B	\$110,900
15C	\$111,200

13B	\$102,300
13C	\$102,600
14A	\$102,900
14B	\$103,200
14C	\$103,500
15A	\$103,800
15B	\$104,100
15C	\$104,400

13B	\$100,100
13C	\$100,400
14A	\$100,700
14B	\$101,000
14C	\$101,300
15A	\$101,600
15B	\$101,900
15C	\$102,200

## Performance Pay

Highly Effective	\$1,200
Effective	\$900

## Advanced Degrees

CPA	\$3,784
Specialist Degree	\$3,909
Doctorate Degree	\$4,874

Master's value included in schedule - other supplements reflect value above Masters

Individuals who have earned multiple degrees and/or CPA receive only the highest stipend.

## 2018-2019 Assistant Principals Administrative Salary Schedule – 11 Month

2017-2018 Assistant Principals Administrative Salary Schedule - 11 Month							
HS AP	I		MS AP	II		ES AP	III
1A	\$76,200		1A	\$73,200		1A	\$69,200
1B	\$76,500		1B	\$73,500		1B	\$69,500
1C	\$76,800		1C	\$73,800		1C	\$69,800
2A	\$77,100		2A	\$74,100		2A	\$70,100
2B	\$77,400		2B	\$74,400		2B	\$70,400
2C	\$77,700		2C	\$74,700		2C	\$70,700
3A	\$78,000		3A	\$75,000		3A	\$71,000
3B	\$78,300		3B	\$75,300		3B	\$71,300
3C	\$78,600		3C	\$75,600		3C	\$71,600
4A	\$78,900		4A	\$75,900		4A	\$71,900
4B	\$79,200		4B	\$76,200		4B	\$72,200
4C	\$79,500		4C	\$76,500		4C	\$72,500
5A	\$79,800		5A	\$76,800		5A	\$72,800
5B	\$80,100		5B	\$77,100		5B	\$73,100
5C	\$80,400		5C	\$77,400		5C	\$73,400
6A	\$80,700		6A	\$77,700		6A	\$73,700
6B	\$81,000		6B	\$78,000		6B	\$74,000
6C	\$81,300		6C	\$78,300		6C	\$74,300
7A	\$81,600		7A	\$78,600		7A	\$74,600
7B	\$81,900		7B	\$78,900		7B	\$74,900
7C	\$82,200		7C	\$79,200		7C	\$75,200
8A	\$82,500		8A	\$79,500		8A	\$75,500
8B	\$82,800		8B	\$79,800		8B	\$75,800
8C	\$83,100		8C	\$80,100		8C	\$76,100
9A	\$83,400		9A	\$80,400		9A	\$76,400
9B	\$83,700		9B	\$80,700		9B	\$76,700
9C	\$84,000		9C	\$81,000		9C	\$77,000
10A	\$84,300		10A	\$81,300		10A	\$77,300
10B	\$84,600		10B	\$81,600		10B	\$77,600
10C	\$84,900		10C	\$81,900		10C	\$77,900
11A	\$85,200		11A	\$82,200		11A	\$78,200
11B	\$85,500		11B	\$82,500		11B	\$78,500
11C	\$85,800		11C	\$82,800		11C	\$78,800
12A	\$86,100		12A	\$83,100		12A	\$79,100
12B	\$86,400		12B	\$83,400		12B	\$79,400
12C	\$86,700		12C	\$83,700		12C	\$79,700
13A	\$87,000		13A	\$84,000		13A	\$80,000
13B	\$87,300		13B	\$84,300		13B	\$80,300
13C	\$87,600		13C	\$84,600		13C	\$80,600
14A	\$87,900		14A	\$84,900		14A	\$80,900
14B	\$88,200		14B	\$85,200		14B	\$81,200
14C	\$88,500		14C	\$85,500		14C	\$81,500
15A	\$88,800		15A	\$85,800		15A	\$81,800
15B	\$89,100		15B	\$86,100		15B	\$82,100
15C	\$89,400		15C	\$86,400		15C	\$82,400
Performance Pay			Advanced Degrees				
			CPA			\$3,784	
Highly Effective	\$900		Specialist Degree			\$3,909	
Effective	\$600		Doctorate Degree			\$4,874	
Master's value included in schedule - other supplements reflect value above Masters							
Individuals who have earned multiple degrees and/or CPA receive only the highest stipend.							

## **EXPLANATION OF ADMINISTRATIVE SALARY SCHEDULES, POLICIES AND BENEFITS**

### **PAY LEVEL**

Each position is named and a pay level is allotted. There may be several positions in the same pay level when the positions are comparable in skill, complexity, knowledge and training.

### **WORK EXPERIENCE**

Work experience, when related to the position, will determine salary placement for Non School Based Administrators when verified in writing from previous employers. Placement of employees that change positions within the district will be based on a review of experience and job responsibilities. Experience in a position that requires a Professional Certificate shall be considered as instructional experience should the employee move to a position on the instructional salary schedule.

School Based Administrators when newly hired will be placed on increment 1A. Advancement on the schedule is based on evaluation performance as follows:

Assistant Principals:

Effective: 2 increments (\$600)

Highly Effective: 3 increments (\$900)

Principals:

Effective: 3 increments (\$900)

Highly Effective: 4 increments (\$1,200)

The Superintendent reserves the right to administratively place individuals on Board approved salary schedule, based on the needs of the district.

It is the employee's responsibility to provide all experience verification to the Human Resources Department within the required time allotted:

- When newly hired, the employee will have 4 pay checks / direct deposits to provide documentation of experience. Verification must be provided prior to the processing of the 4<sup>th</sup> pay check / direct deposit to be effective upon first day of employment.
- If documentation is delayed past the time specified above, it is effective the date the experience verification is received by the Human Resources department.

### **PROBATIONARY PERIOD**

All new administrative employees shall be placed on a ninety (90) calendar day probationary period. At the conclusion of the probationary period, the employee shall either be placed on annual employment status or terminated. The employee may be terminated at any time during the probationary period without cause.

**BENEFITS** are Per School Policy Unless Otherwise Defined Below

### **PAYROLL VOLUNTARY DEDUCTIONS**

The employee may elect to participate with any of the voluntary deduction plans approved by the board. These include, but are not limited to: 403(b), 457(b) and 457 Roth annuity plans, life insurance programs, charitable service organizations, income protection, cancer, and dental insurances, flex reimbursements for childcare and medical expenses.

### **HOLIDAYS**

The District will provide six (6) paid holidays per year to all administrators.

### **DIRECT DEPOSIT**

All employees are highly encouraged to have their pay electronically deposited into the bank(s) of their choice.

Employees may enroll up to four accounts on direct deposit.

## **DOCULIVERY**

Employees must sign on to Doculivery.com/IRCSD to view/print the check stub information which includes itemized gross pay, deductions, net pay, sick and vacation time.

## **SALARY SUPPLEMENTS**

### **ADVANCED DEGREE SUPPLEMENT**

All School Based Administrators hired on or after July 1, 2011 will receive an Advanced Degree Supplement only if the degree is held in the individual's area of certification. This will only be a Salary Supplement, and is not considered part of base pay.

## **Administrative Job Titles**

**Based on 8 hours daily**

<b>Job Title</b>	<b>Contract Length</b>	<b>Pay Level</b>
Assistant Principal High School	220	I (11 months)
Assistant Principal Middle School	220	II (11 months)
Assistant Principal Elementary School	220	III (11 months)
Assistant Superintendent	250	I
Coordinator	250	VIII
Director	250	VII
Executive Director	250	VI
Principal, Alternative Education	250	III
Principal, Elementary	250	III
Principal, Middle School	250	II
Principal, High School	250	I



# **SUBSTITUTE AND MISCELLANEOUS PAY**

**SUBSTITUTE AND MISCELLANEOUS PAY**  
**Effective: July 1, 2018 – June 30, 2019**  
**Pending Contract Agreement**

**INSTRUCTIONAL SUBSTITUTES**

Daily rates for substitute and temporary teachers

Associates Degree                      Hourly Rate.... \$10.0000 for 7.50 hours =                      \$ 75.00 per day

\*Bachelors Degree and above      Hourly Rate..... \$12.6667 for 7.50 hours =                      \$ 95.00 per day

After the 50<sup>th</sup> day; Hourly Rate.....\$13.33 for 7.50 hours =                      \$100.00 per day

Beginning on the 21<sup>st</sup> day, all instructional Substitutes who hold a Florida Professional Certificate with a Bachelor's Degree and above, who teach more than 20 consecutive days in the same position replacing the same employee, will be classified as a long term substitute and be paid the daily rate of \$125.00 (\$16.6667 per 7.50 hours). Upon completion of this particular substitute assignment, they will revert back to receiving their regular daily rate, as specified above, when next called to substitute.

Substitute teachers are guaranteed ½ day's pay minimum (3.75 hours). Hours worked beyond ½ day will determine pay for the day. If a substitute is called in, and not needed, the substitute will be paid for ½ day (3.75 hours).

**NON-INSTRUCTIONAL SUBSTITUTES**

Non-instructional substitutes will be paid at the base rate of the position for which they are substituting. Exception - Teacher Assistant Substitute will be paid at entry level Associate Instructional Substitute rate.

Health Assistant Substitutes: A certified medical professional will be paid at the base pay rate of a Health Assistant I. An LPN will be paid at the base pay rate of Health Assistant II. An RN will be paid at the base rate of a Health Assistant III.

**HOSPITAL HOMEBOUND RATE**

Substitutes\*

Current Substitute rate

Instructional Employees

Current hourly rate

## **ADULT EDUCATION**

Non degreed life enhancement course instructor / teachers assistants  
\$15.00 per hour

Postsecondary Adult Vocational and General Education/  
District Certified.

Non-degreed \$22.00 per hour  
Degreed \$25.00 per hour

Computer Courses & Continuing  
Education Units (Degree Not Required) \$18.00 per hour

Clinical Instructors – Medical (RN) \$30.00 per hour

## **ESE**

Intern School Psychologists  
Specialists level student Current minimum wage  
Doctoral level student \$ 9.00 per hour

## **EXTENDED DAY – ADULT & COMMUNITY EDUCATION**

Coordinators\* \$ 13.00 per hour  
Extended Day Worker \$ 10.00 per hour  
Student Workers\*\* Current Minimum Wage

**Performing Arts Technician:** \$25.00 per hour

## **PAC Student Theater Tech Compensation**

**Apprenticeship Tech – Beginning Tech’s after being processed by  
the district office.** Minimum wage

**Journeyman Tech- After a probationary period established by the  
Director / Manager (not to exceed one full semester).** Minimum wage + \$1.00 per hour

**Senior Tech – After two full years (four semesters)** Minimum wage + \$2.00 per hour

**ALTERNATIVE PREVENTION COUNSELING:** \$25.00 per hour

**TRANSLATIONS:** \$25.00 per hour  
**STUDENT EMPLOYEES:** Current Minimum Wage

In extenuating circumstances the Superintendent reserves the right to pay a student the base rate of the position on the salary schedule for which they are fulfilling the duties.

## **WORKSHOPS AND CURRICULUM DEVELOPMENT**

Workshop Facilitator/Instructor (inclusive of planning time)	\$30.00 per hour
Workshop Facilitator/Instructor (exclusive of planning time)	\$20.00 per hour
Teachers/Curriculum Rate*	\$25.00 per hour
Non-Instructional Staff Rate***	Regular Hourly Rate

### **Sea Camp Coordinator:**

Receives \$10.00 per student attending Sea Camp

### **SUMMER SCHOOL:**

Employees will be compensated at their June 30<sup>th</sup> hourly rate for summer school.

### **SCHOOL BOARD BARGAINING TEAM SECRETARY SUPPLEMENT:**

Secretary \$500 per team

**BOARD MEMBER(S) SALARY:** Set by Legislature

### **TEACHER / EMPLOYEE OF THE YEAR**

Non-Instructional Employee of the Year and Nominees: Each facility will nominate a non-instructional support staff employee of the year candidate. The nominee will receive a supplement in the amount of \$179.00.

If the nominee is chosen as the District Non-Instructional Employee of the Year, he/she will receive an additional \$179.00.

Teacher of the Year and Nominees: Each facility will nominate a Teacher of the Year candidate. The nominee will receive a supplement in the amount of \$233.00

If the nominee is chosen as the District Teacher of the Year, he/she will receive an additional \$233.00.

\*This rate is determined by the teacher's contract (CEA) that is used for developing Curriculum / instruction; consequently, the coordinators salary may change depending upon the IRCEA contract.

\*\*Student workers salary is minimum wage

\*\*\* In lieu of hourly rates, workshop stipends MAY be offered in the amount of \$50 per participant for half-day workshops and \$75 per participant for full day workshops for Voluntary participation.

## **ATHLETIC EVENTS**

Clock (Scoreboard) Operator – baseball and softball	\$15.00
Clock Operator (basketball) per game	\$17.50
Clock Operator (football)	\$25.00
Coach/Driver	
Area I	\$40.00
Area II	\$55.00
Area III	\$70.00
Crowd Control (football)	\$20.00
Opening/Closing/PA (basketball, volleyball, wrestling)	\$20.00
Opening/Closing/PA (football)	\$50.00
Opening/Closing/PA (rental contracts for facilities)	\$ 8.05 per hour
Opening/Closing/PA (soccer, track, all other extra-curricular student related activities)	\$25.00
Scorekeeper (basketball)	\$17.50
Scorekeeper (softball, baseball)	\$25.00
Scorekeeper (all other sports)	\$17.50
Ticket Manager (basketball-boys and girls)	\$100.00 each
Ticket Seller (football)	\$40.00
Ticket Seller (all other sports)	\$25.00
Ticket Takers (football)	\$20.00
Ticket Taker (all other sports)	\$15.00
Ticket Manager (football)	\$500.00
Track Officials	\$50.00
Ushers (football)	\$15.00
Videotaping football games	\$35.00 per game

## **CONCESSIONS**

Assistant Manager (basketball games)	\$50.00
Business Manager	\$20.00
Head Cashier (football)	\$40.00
Manager (basketball)	\$50.00
Manager (Christmas Tournaments)	\$100.00
Manager (football)	\$150.00

## **OTHER**

Chaperones – Bus	\$25.00
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# **2018-2019 CALENDARS**

# 2018 - 2019 Instructional 196 Day Calendar

Pay Type 400, 450, 470 Regular teachers

FIRST CHECK 8/15/2018

Aug 6 - First Day

May 29 - Last Day

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
0	0	0	0	0	0	0
8	9	10	11	12	13	14
0	0	0	0	0	0	0
15	16	17	18	19	20	21
0	0	0	0	0	0	0
22	23	24	25	26	27	28
0	0	0	0	0	0	0
29	30	31				
0	0	0				

0

August-18						
S	M	T	W	T	F	S
			1	2	3	4
			0	0	0	0
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	1	1	1	1	1	

20

September-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	0	1	1	1	1	0
9	10	11	12	13	14	15
0	0	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	1	1	1	1	1	0
30						
0						

18

October-18						
S	M	T	W	T	F	S
	1	2	3	4	5	6
	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30	31			
0	1	1	1			

23

November-18						
S	M	T	W	T	F	S
				1	2	3
				1	1	0
4	5	6	7	8	9	10
0	1	1	1	1	1	0
11	12	13	14	15	16	17
0	1	1	1	1	1	0
18	19	20	21	22	23	24
0	0	0	1	1	1	0
25	26	27	28	29	30	
0	1	1	1	1	1	

20

December-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0
30	31					
0	0					

15

January-19						
S	M	T	W	T	F	S
6	7	8	9	10	11	12
0	1	1	1	1	1	0
13	14	15	16	17	18	19
0	1	1	1	1	1	0
20	21	22	23	24	25	26
0	1	1	1	1	1	0
27	28	29	30	31		
0	1	1	1	1		

19

February-19						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	1	1	1	1	0
24	25	26	27	28		
0	1	1	1	1		

20

March-19						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	0	0	1	1	0
24	25	26	27	28	29	30
0	1	1	1	1	1	0
31						
0						

19

April-19						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30				
0	1	1				






22

May-19						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	0	1	1	0	0	

20

June-19						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
0	0	0	0	0	0	0
9	10	11	12	13	14	15
0	0	0	0	0	0	0
16	17	18	19	20	21	22
0	0	0	0	0	0	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0

0

 Non Work Days	 Paid Holidays	 Working Days	 Paid Tchr Prof/Work Day	 Paid Conference Days off	Grand Total	<b>196</b>
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Paid Holidays						
November 22-23 - Thanksgiving						
January 21 - Martin Luther King Day						
February 18 - President's Day						
March 21-22 - Spring Break						

Paid Days						
August 6-10 - Tch Wk Days/Prof Dev Days						
November 21 Conference Day off						
March 18- Conference Day off						

Non Workdays						
Sept 3 - Labor Day						
Sept 10 - No school						
November 19-20 - Emergency Days						
Dec 24 - Jan 4 - Winter Break						
March 19-20- Spring Break						
May 27 - Memorial Day						

# 2018 - 2019 Instructional 206 Day Calendar

Pay Type 430 - Speech & Language Pathologist

FIRST CHECK 8/15/2018

July 30 - First Day

June 5 - Last Day

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	1	1				

2

August-18						
S	M	T	W	T	F	S
			1	2	3	4
			1	1	1	0
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
0	1	1	1	1	1	

23

September-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
0						

18

October-18						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
0	1	1	1			

23

November-18						
S	M	T	W	T	F	S
				1	2	3
				1	1	0
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
0	1	1	1	1	1	

20

December-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
0	0					

15

January-19						
S	M	T	W	T	F	S
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
0	1	1	1	1		

19

February-19						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		
0	1	1	1	1		

20

March-19						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
0						

19

April-19						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
0	1	1				

22

May-19						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
0	0	1	1	1	1	

22

June-19						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
0						

3

Non Work Days

Paid Holidays

Working Days

Paid Tchr  
Prof/Work Day

Paid Conference Days off

Grand Total

206

## Paid Holidays

November 22-23 - Thanksgiving  
January 21 - Martin Luther King Day  
February 18 - President's Day  
March 21-22 - Spring Break

## Non Workdays

Sept 3 - Labor Day  
Sept 10 - No School  
November 19-20 - Emergency Days  
Dec 24 - Jan 4 - Winter Break  
March 19-20 - Spring Break  
May 27 - Memorial Day

## Paid Days

August 6-10 - Tch Wk Days/Prof Dev Days  
November 21 Conference Day off  
March 18- Conference Day off



# 2018 - 2019 Instructional 216 Day Calendar

Pay Type 410, 440 - Guidance Counselors, Orchestra, Middle School Band Directors, High School Asst. Band Director,  
Automotive Program Technician

July 23 - First Day

June 12 - Last Day

FIRST CHECK 7/31/2018

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
0	0	0	0	0	0	0
8	9	10	11	12	13	14
0	0	0	0	0	0	0
15	16	17	18	19	20	21
0	0	0	0	0	0	0
22	23	24	25	26	27	28
0	1	1	1	1	1	0
29	30	31				
0	1	1				

7

August-18						
S	M	T	W	T	F	S
			1	2	3	4
			1	1	1	0
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	1	1	1	1	1	

23

September-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	0	1	1	1	1	0
9	10	11	12	13	14	15
0	0	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	1	1	1	1	1	0
30						
0						

18

October-18						
S	M	T	W	T	F	S
	1	2	3	4	5	6
	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30	31			
0	1	1	1			

23

November-18						
S	M	T	W	T	F	S
				1	2	3
				1	1	0
4	5	6	7	8	9	10
0	1	1	1	1	1	0
11	12	13	14	15	16	17
0	1	1	1	1	1	0
18	19	20	21	22	23	24
0	0	0	1	1	1	0
25	26	27	28	29	30	
0	1	1	1	1	1	

20

December-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0
30	31					
0	0					

15

January-19						
S	M	T	W	T	F	S
6	7	8	9	10	11	12
0	1	1	1	1	1	0
13	14	15	16	17	18	19
0	1	1	1	1	1	0
20	21	22	23	24	25	26
0	1	1	1	1	1	0
27	28	29	30	31		
0	1	1	1	1		

19

February-19						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	1	1	1	1	0
24	25	26	27	28		
0	1	1	1	1		

20

March-19						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	0	0	1	1	0
24	25	26	27	28	29	30
0	1	1	1	1	1	0
31						
0						

19

April-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	
1	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30				
0	1	1				

22

May-19						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	0	1	1	1	1	

22

June-19						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	0	0	0
16	17	18	19	20	21	22
0	0	0	0	0	0	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0

8

Non Work Days

Paid Holidays

Working Days

Paid Tchr  
Prof/Work Day

Paid Conference Days off

Grand Total

216

## Paid Holidays

November 22-23 - Thanksgiving  
January 21 - Martin Luther King Day  
February 18 - President's Day  
March 21-22 - Spring Break

## Non Workdays

Sept 3 - Labor Day  
Sept 10 - No School  
November 19-20 - Emergency Days  
Dec 24 - Jan 4 - Winter Break  
March 19-20 - Spring Break  
May 27 - Memorial Day

## Paid Days

August 6-10 - Tch Wk Days/Prof Dev Days  
November 21 Conference Day off  
March 18- Conference Day off

# 2018 - 2019 Instructional 244 Day Calendar

Pay Type 420, 460 - High School Band Director, Navy ROTC, Adult Ed RN, Guidance Directors

July 2 - First Day

June 28 - Last Day

FIRST CHECK 7/13/2018

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	1	1				

August-18						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
0	1	1	1	1	1	

September-18						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
0						

October-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
0	1	1	1			

November-18						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
0	1	1	1	1	1	

December-18						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
0	0					

January-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
0	1	1	1	1		






February-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
0	1	1	1	1	1	

March-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	1	1	1	1	1	

April-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
0	1	1	1	1	1	

May-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	1	1	1	1	1	

June-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
0	1	1	1	1	1	

 Non Work Days	 Paid Holidays	 Working Days	 Paid Tchrr Prof/Work Day	 Paid Conference Days off	Grand Total	<b>244</b>
---	---	--	--	--	-------------	------------

Paid Holidays	
November 22-23 - Thanksgiving	
January 21 - Martin Luther King Day	
February 18 - President's Day	
March 21-22 - Spring Break	

Paid Days	
August 6-10 - Tch Wk Days/Prof Dev Days	
November 21 Conference Day off	
March 18- Conference Day off	

Non Workdays	
Sept 3 - Labor Day	
Sept 10 - No School	
November 19-20 - Emergency Days	
Dec 24 - Jan 4 - Winter Break	
March 19-20- Spring Break	
May 27 - Memorial Day	

# 2018 - 2019 Non-Instructional 196 Food Service Day Calendar

Pay Type 153, 602 - Food Service Managers & Trainees

FIRST CHECK 8/15/2018

August 6 - First Day

May 29 - Last Day

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	0	0				

August-18						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
0	0	0	0	0	0	0

September-18						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
0	0	0	0	0	0	0

October-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	0	0	0	0	0	0

November-18						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
0	0	0	0	0	0	0

December-18						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
0	0	0	0	0	0	0

January-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	0	0	0	0	0	0

February-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
0	0	0	0	0	0	0

March-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	0	0	0	0	0	0

April-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	0	0	0	0	0	0

May-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	0	0	0	0	0	0

June-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
0	0	0	0	0	0	0

Non Work Days
  Paid Holidays
  Working Days
  In-Service Day

Grand Total **196**

**Paid Holidays**  
 November 22-23 - Thanksgiving  
 January 21 - Martin Luther King Day  
 February 18 - President's Day  
 March 21-22 - Spring Break

**Non Workdays**  
 Sept 3 - Labor Day  
 November 19-21 Thanksgiving Break  
 Dec 24 - Jan 4 Winter Break  
 March 19-20 Spring Break  
 May 27 - Memorial Day

# 2018 - 2019 Non-Instructional 180 Day Calendar

Pay Type 660 Student Monitors

FIRST CHECK 8/31/2018

August 13 - First Day

May 24 - Last Day

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
0	0	0	0	0	0	0
8	9	10	11	12	13	14
0	0	0	0	0	0	0
15	16	17	18	19	20	21
0	0	0	0	0	0	0
22	23	24	25	26	27	28
0	0	0	0	0	0	0
29	30	31				
0	0	0				

0

August-18						
S	M	T	W	T	F	S
			1	2	3	4
			0	0	0	0
5	6	7	8	9	10	11
0	0	0	0	0	0	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	1	1	1	1	1	

15

September-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	0	1	1	1	1	0
9	10	11	12	13	14	15
0	0	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	1	1	1	1	1	0
30						
0						

18

October-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	
1	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30	31			
0	1	1	1			

23

November-18						
S	M	T	W	T	F	S
				1	2	3
				1	1	0
4	5	6	7	8	9	10
0	1	1	1	1	1	0
11	12	13	14	15	16	17
0	1	1	1	1	1	0
18	19	20	21	22	23	24
0	0	0	0	0	0	0
25	26	27	28	29	30	
0	1	1	1	1	1	

17

December-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0
30	31					
0	0					

15

January-19						
S	M	T	W	T	F	S
6	7	8	9	10	11	12
0	0	1	1	1	1	0
13	14	15	16	17	18	19
0	1	1	1	1	1	0
20	21	22	23	24	25	26
0	0	1	1	1	1	0
27	28	29	30	31		
0	1	1	1	1		

17

February-19						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	0	1	1	1	1	0
24	25	26	27	28		
0	1	1	1	1		

19

March-19						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	0	0	0	0	0	0
24	25	26	27	28	29	30
0	1	1	1	1	1	0
31						
0						

16

April-19						
S	M	T	W	T	F	S
1	2	3	4	5	6	
1	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30				
0	1	1				

22

May-19						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	0	0	0	0	0	

18

June-19						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
0	0	0	0	0	0	0
9	10	11	12	13	14	15
0	0	0	0	0	0	0
16	17	18	19	20	21	22
0	0	0	0	0	0	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0

0

	Non Work Days		Paid Holidays		Working Days
--	---------------	--	---------------	--	--------------

Grand Total **180**

Non Workdays						
Sept 3 - Labor Day						
Sept 10- No School						
November 19-23 Thanksgiving Break						
Dec 24 - Jan 7- Winter Break						
January 21 - Martin Luther King Day						
February 18 - President's Day						
March 18-22 Spring Break						

# 2018 - 2019 Non-Instructional 186 Day Calendar

Pay Type 601, 611, 612, 613, 614, 616, 710, 720 - Teachers Assistants, Cafeteria Workers, Bus Drivers, Bus Assistants, Computer Lab Assistants

FIRST CHECK 8/31/2018

August 13 - First Day

May 24 - Last Day

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
0	0	0	0	0	0	0
8	9	10	11	12	13	14
0	0	0	0	0	0	0
15	16	17	18	19	20	21
0	0	0	0	0	0	0
22	23	24	25	26	27	28
0	0	0	0	0	0	0
29	30	31				
0	0	0				

0

August-18						
S	M	T	W	T	F	S
			1	2	3	4
			0	0	0	0
5	6	7	8	9	10	11
0	0	0	0	0	0	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	1	1	1	1	1	

15

September-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	0	1	1	1	1	0
9	10	11	12	13	14	15
0	0	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	1	1	1	1	1	0
30						
0						

18

October-18						
S	M	T	W	T	F	S
	1	2	3	4	5	6
0	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30	31			
0	1	1	1			

23

November-18						
S	M	T	W	T	F	S
				1	2	3
				1	1	0
4	5	6	7	8	9	10
0	1	1	1	1	1	0
11	12	13	14	15	16	17
0	1	1	1	1	1	0
18	19	20	21	22	23	24
0	0	0	0	1	1	0
25	26	27	28	29	30	
0	1	1	1	1	1	

19

December-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0
30	31					
0	0					

15

January-19						
S	M	T	W	T	F	S
		1	2	3	4	5
		0	0	0	0	0
6	7	8	9	10	11	12
0	0	1	1	1	1	0
13	14	15	16	17	18	19
0	1	1	1	1	1	0
20	21	22	23	24	25	26
0	1	1	1	1	1	0
27	28	29	30	31		
0	1	1	1	1		

18

February-19						
S	M	T	W	T	F	S
				1	2	
				1	0	
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	1	1	1	1	0
24	25	26	27	28		
0	1	1	1	1		

20

March-19						
S	M	T	W	T	F	S
					1	2
					1	0
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	0	0	0	1	1	0
24	25	26	27	28	29	30
0	1	1	1	1	1	0
31						
0						

18

April-19						
S	M	T	W	T	F	S
	1	2	3	4	5	6
	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30				
0	1	1				

22

May-19						
S	M	T	W	T	F	S
				1	2	3
				1	1	0
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	0	0	0	0	0	

18

June-19						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	0	0	0	0	0	0
9	10	11	12	13	14	15
0	0	0	0	0	0	0
16	17	18	19	20	21	22
0	0	0	0	0	0	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0

0

	Non Work Days		Paid Holidays		Working Days
--	---------------	--	---------------	--	--------------

Grand Total **186**

Paid Holidays	
November 22-23 - Thanksgiving	
January 21 - Martin Luther King Day	
February 18 - President's Day	
March 21-22 - Spring Break	

Non Workdays	
Sept 3 - Labor Day	
Sept 10- No School	
November 19-21 Thanksgiving Break	
Dec 24 - Jan 7- Winter Break	
March 18-20 Spring Break	

# 2018 - 2019 Non-Instructional 196 Day Calendar

Pay Type 603, 604, 830 - Media Assistants, 10 Month Pro/Tech., Health Assistants and Nurses,

FIRST CHECK 8/15/2018

August 2 - First Day

May 29 - Last Day

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
0	0	0	0	0	0	0
8	9	10	11	12	13	14
0	0	0	0	0	0	0
15	16	17	18	19	20	21
0	0	0	0	0	0	0
22	23	24	25	26	27	28
0	0	0	0	0	0	0
29	30	31				
0	0	0				

August-18						
S	M	T	W	T	F	S
			1	2	3	4
			0	1	1	0
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	1	1	1	1	1	

September-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	0	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	1	1	1	1	1	0
30						
0						

October-18						
S	M	T	W	T	F	S
	1	2	3	4	5	6
	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30	31			
0	1	1	1			

November-18						
S	M	T	W	T	F	S
				1	2	3
				1	1	0
4	5	6	7	8	9	10
0	1	1	1	1	1	0
11	12	13	14	15	16	17
0	1	1	1	1	1	0
18	19	20	21	22	23	24
0	0	0	0	1	1	0
25	26	27	28	29	30	
0	1	1	1	1	1	

December-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0
30	31					
0	0					

January-19						
S	M	T	W	T	F	S
6	7	8	9	10	11	12
0	1	1	1	1	1	0
13	14	15	16	17	18	19
0	1	1	1	1	1	0
20	21	22	23	24	25	26
0	1	1	1	1	1	0
27	28	29	30	31		
0	1	1	1	1		

February-19						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	1	1	1	1	0
24	25	26	27	28		
0	1	1	1	1		

March-19						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	0	0	0	0	0	0
24	25	26	27	28	29	30
0	1	1	1	1	1	0
31						
0						

April-19						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30				
0	1	1				

May-19						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	1	1	1	0	0	

June-19						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
0	0	0	0	0	0	0
9	10	11	12	13	14	15
0	0	0	0	0	0	0
16	17	18	19	20	21	22
0	0	0	0	0	0	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0

Non Work Days Paid Holidays Working Days

Grand Total 196

**Paid Holidays**  
 Sept 3 - Labor Day  
 November 22-23 - Thanksgiving  
 January 21 - Martin Luther King Day  
 February 18 - President's Day  
 May 27 - Memorial Day

**Non Workdays**  
 Sept 10- No School  
 November 19-21 Thanksgiving Break  
 Dec 24 - Jan 4- Winter Break  
 March 18-22 Spring Break

# 2018 - 2019 Non-Instructional 220 Day Calendar

Pay Type 102, 151, 606, 610, 615, 810, 850 - Asst Principals, 11 Mth Secretaries, Dispatchers, Receptionists and 11 Mth Professional Technical

FIRST CHECK 7/31/2018

July 23 - First Day

June 17 - Last Day

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
0	0	0	0	0	0	0
8	9	10	11	12	13	14
0	0	0	0	0	0	0
15	16	17	18	19	20	21
0	0	0	0	0	0	0
22	23	24	25	26	27	28
0	1	1	1	1	1	0
29	30	31				
0	1	1				

7

August-18						
S	M	T	W	T	F	S
			1	2	3	4
			1	1	1	0
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	1	1	1	1	1	

23

September-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	0	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	1	1	1	1	1	0
30						
0						

19

October-18						
S	M	T	W	T	F	S
	1	2	3	4	5	6
	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30	31			
0	1	1	1			

23

November-18						
S	M	T	W	T	F	S
				1	2	3
				1	1	0
4	5	6	7	8	9	10
0	1	1	1	1	1	0
11	12	13	14	15	16	17
0	1	1	1	1	1	0
18	19	20	21	22	23	24
0	0	0	0	1	1	0
25	26	27	28	29	30	
0	1	1	1	1	1	

19

December-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0
30	31					
0	0					

15

January-19						
S	M	T	W	T	F	S
		1	2	3	4	5
		0	1	1	1	0
6	7	8	9	10	11	12
0	1	1	1	1	1	0
13	14	15	16	17	18	19
0	1	1	1	1	1	0
20	21	22	23	24	25	26
0	1	1	1	1	1	0
27	28	29	30	31		
0	1	1	1	1		

22

February-19						
S	M	T	W	T	F	S
					1	2
					1	0
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	1	1	1	1	0
24	25	26	27	28		
0	1	1	1	1		

20

March-19						
S	M	T	W	T	F	S
					1	2
					1	0
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	0	0	0	0	0	0
24	25	26	27	28	29	30
0	1	1	1	1	1	0
31						
0						

16

April-19						
S	M	T	W	T	F	S
	1	2	3	4	5	6
	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30				
0	1	1				

22

May-19						
S	M	T	W	T	F	S
			1	2	3	4
			1	1	1	0
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	1	1	1	1	1	

23

June-19						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	0	0	0	0	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0

11

Non Work Days

Paid Holidays

Working Days

Grand Total **220**

Paid Holidays	
Sept 3 - Labor Day	
November 22-23 - Thanksgiving	
January 21 - Martin Luther King Day	
February 18 - President's Day	
May 27 - Memorial Day	

Non Workdays	
Sept 10- No School	
November 19-21 Thanksgiving Break	
Dec 24 - Jan 1 - Winter Break	
March 18-22 Spring Break	

# 2018 - 2019 Non-Instructional 250 Day Calendar

Pay Type 101, 111, 152, 510, 820, 607, 608 Administrative, Professional Technical and Confidential Managerial 12 month employees, custodian and secretaries

FIRST CHECK 7/13/2018

July 2 - First Day

June 28 - Last Day

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
0	1	1	1	1	1	0
8	9	10	11	12	13	14
0	1	1	1	1	1	0
15	16	17	18	19	20	21
0	1	1	1	1	1	0
22	23	24	25	26	27	28
0	1	1	1	1	1	0
29	30	31				
0	1	1				

August-18						
S	M	T	W	T	F	S
			1	2	3	4
			1	1	1	0
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	1	1	1	1	1	

September-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	1	1	1	1	1	0
30						
0						

October-18						
S	M	T	W	T	F	S
	1	2	3	4	5	6
	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30	31			
0	1	1	1			

November-18						
S	M	T	W	T	F	S
				1	2	3
				1	1	0
4	5	6	7	8	9	10
0	1	1	1	1	1	0
11	12	13	14	15	16	17
0	1	1	1	1	1	0
18	19	20	21	22	23	24
0	1	1	1	1	1	0
25	26	27	28	29	30	
0	1	1	1	1	1	

December-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	0	0	0	0	0	0
30	31					
0	0					

January-19						
S	M	T	W	T	F	S
		1	2	3	4	5
		0	1	1	1	0
6	7	8	9	10	11	12
0	1	1	1	1	1	0
13	14	15	16	17	18	19
0	1	1	1	1	1	0
20	21	22	23	24	25	26
0	1	1	1	1	1	0
27	28	29	30	31		
0	1	1	1	1		

February-19						
S	M	T	W	T	F	S
					1	2
					1	0
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	1	1	1	1	0
24	25	26	27	28		
0	1	1	1	1		

March-19						
S	M	T	W	T	F	S
					1	2
					1	0
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	1	1	1	1	0
24	25	26	27	28	29	30
0	1	1	1	1	1	0
31						
0						

April-19						
S	M	T	W	T	F	S
	1	2	3	4	5	6
	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30				
0	1	1				

May-19						
S	M	T	W	T	F	S
			1	2	3	4
			1	1	1	0
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	0	1	1	1	1	

June-19						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	1	1	1	1	1	0

Non Work Days Paid Holidays Working Days

Grand Total 250

Paid Holidays	
July 4 - Independence Day	
Sept 3 - Labor Day	
November 22-23 - Thanksgiving	
January 21 - Martin Luther King Day	
February 18 - President's Day	

Non Workdays	
Dec 24 - Jan 1 - Winter Break	
March 21-22 Spring Break	
May 27 - Memorial Day	



# 2018 - 2019 Non-Instructional 254 Day Calendar

Pay Type 520 and 609 - Confidential managerial, Maintenance, Mechanics and Warehouse

FIRST CHECK 7/13/2018

July 2 - First Day

June 28 - Last Day

July-18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
0	1	1	1	1	1	0
8	9	10	11	12	13	14
0	1	1	1	1	1	0
15	16	17	18	19	20	21
0	1	1	1	1	1	0
22	23	24	25	26	27	28
0	1	1	1	1	1	0
29	30	31				
0	1	1				

August-18						
S	M	T	W	T	F	S
		1	2	3	4	
		1	1	1	0	
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	1	1	1	1	1	

September-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	1	1	1	1	1	0
30						
0						

October-18						
S	M	T	W	T	F	S
	1	2	3	4	5	6
	1	1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30	31			
0	1	1	1			

November-18						
S	M	T	W	T	F	S
				1	2	3
				1	1	0
4	5	6	7	8	9	10
0	1	1	1	1	1	0
11	12	13	14	15	16	17
0	1	1	1	1	1	0
18	19	20	21	22	23	24
0	1	1	1	1	1	0
25	26	27	28	29	30	
0	1	1	1	1	1	

December-18						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	0	0	0	0	1	0
30	31					
0	1					

January-19						
S	M	T	W	T	F	S
		1	2	3	4	5
		0	1	1	1	0
6	7	8	9	10	11	12
0	1	1	1	1	1	0
13	14	15	16	17	18	19
0	1	1	1	1	1	0
20	21	22	23	24	25	26
0	1	1	1	1	1	0
27	28	29	30	31		
0	1	1	1	1		

February-19						
S	M	T	W	T	F	S
				1	2	
				1	0	
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	1	1	1	1	0
24	25	26	27	28		
0	1	1	1	1		

March-19						
S	M	T	W	T	F	S
					1	2
					1	0
3	4	5	6	7	8	9
0	1	1	1	1	1	0
10	11	12	13	14	15	16
0	1	1	1	1	1	0
17	18	19	20	21	22	23
0	1	1	1	1	1	0
24	25	26	27	28	29	30
0	1	1	1	1	1	0
31						
0						

April-19						
S	M	T	W	T	F	S
		1	2	3	4	5
		1	1	1	1	0
7	8	9	10	11	12	13
0	1	1	1	1	1	0
14	15	16	17	18	19	20
0	1	1	1	1	1	0
21	22	23	24	25	26	27
0	1	1	1	1	1	0
28	29	30				
0	1	1				

May-19						
S	M	T	W	T	F	S
			1	2	3	4
			1	1	1	0
5	6	7	8	9	10	11
0	1	1	1	1	1	0
12	13	14	15	16	17	18
0	1	1	1	1	1	0
19	20	21	22	23	24	25
0	1	1	1	1	1	0
26	27	28	29	30	31	
0	0	1	1	1	1	

June-19						
S	M	T	W	T	F	S
						1
						0
2	3	4	5	6	7	8
0	1	1	1	1	1	0
9	10	11	12	13	14	15
0	1	1	1	1	1	0
16	17	18	19	20	21	22
0	1	1	1	1	1	0
23	24	25	26	27	28	29
0	1	1	1	1	1	0

Non Work Days Paid Holidays Working Days

Grand Total 254

**Paid Holidays**  
 July 4 - Independence Day  
 Sept 3 - Labor Day  
 November 22-23 - Thanksgiving  
 January 21 - Martin Luther King Day  
 February 18 - President's Day

**Non Workdays**  
 Dec 24 - Dec 27- Winter Break  
 Jan 1 - New Years Day  
 May 27 - Memorial Day

# INDIAN RIVER SCHOOL DISTRICT

## EMPLOYEE PAYROLL SCHEDULE FY 2019

The Standard Pay Date is the 15th & the Last Business Day of each Month, unless otherwise noted below in green.				EMPLOYEE PAY TYPE # FROM CALENDARS *				
PAY#	Pay Date	Begin Date #	End Date #	9 month	10 month	11 month	11 month	12 month
001	7/13/2018	7/2/2018	7/9/2018					1
002	7/31/2018	7/10/2018	7/23/2018				1	2
003	8/15/2018	7/24/2018	8/7/2018		1	1	2	3
004	8/31/2018	8/8/2018	8/17/2018	1	2	2	3	4
005	9/14/2018	8/18/2018	8/31/2018	2	3	3	4	5
006	9/28/2018	9/1/2018	9/14/2018	3	4	4	5	6
007	10/15/2018	9/15/2018	9/28/2018	4	5	5	6	7
008	10/31/2018	9/29/2018	10/19/2018	5	6	6	7	8
009	11/15/2018	10/20/2018	11/2/2018	6	7	7	8	9
010	11/30/2018	11/3/2018	11/16/2018	7	8	8	9	10
011	12/14/2018	11/17/2018	11/30/2018	8	9	9	10	11
012	12/20/2018	12/1/2018	12/7/2018	9	10	10	11	12
013	1/15/2019	12/8/2018	1/4/2019	10	11	11	12	13
014	1/31/2019	1/5/2019	1/18/2019	11	12	12	13	14
015	2/15/2019	1/19/2019	2/1/2019	12	13	13	14	15
016	2/28/2019	2/2/2019	2/15/2019	13	14	14	15	16
017	3/15/2019	2/16/2019	3/1/2019	14	15	15	16	17
018	3/29/2019	3/2/2019	3/15/2019	15	16	16	17	18
019	4/15/2019	3/16/2019	3/29/2019	16	17	17	18	19
020	4/30/2019	3/30/2019	4/12/2019	17	18	18	19	20
021	5/15/2019	4/13/2019	5/3/2019	18	19	19	20	21
601	5/24/2019	multi checks		19	20			N/A
602	5/24/2019	multi checks		20	21	20	21	N/A
603	5/24/2019	multi checks		21	22	21		N/A
604	5/24/2019	multi checks		22				N/A
022	5/31/2019	5/4/2019	5/17/2019	23	23	22	22	22
023	6/14/2019	5/18/2019	5/31/2019	24	24	23	23	23
024	6/26/2019	6/1/2019	6/29/2019			24	24	24
			**multis	4	3	2	1	0

= pay date is not the standard 15th or last day of month

= multi check disbursement day ~ last student day

### SCHEDULE IS SUBJECT TO CHANGE DURING THE YEAR

**# = Reporting Period for Contract Employees (24 equal pays) for Absences/Exceptions only OR Pay Period for Reporting Hours Worked for Hourly Employees (Subs, Extended Day, etc)**

\* = First pay date is based on work calendars start date for fiscal year

\*\* = Eligible employees may receive 1, 2, 3 or 4 multichек(s) depending on their pay type

Note: Adjustments, corrections, re-issues and voids will be combined and processed the day after pay day unless dictated otherwise by law and collective bargaining agreements